

IAS - 149/74
2 December 1974

MEMORANDUM FOR: Chief, DDI Executive Staff

SUBJECT : Guidance in the Selection of Career Trainees for the
Imagery Analysis Service

1. In seeking out new employees we look for academic backgrounds in the earth sciences or geography. We find these individuals enjoy analyzing photography and are usually well motivated. We have little use for foreign language skills and have found through the years that people with these skills seem to find imagery analysis not to their liking. We look for some college experience related to imagery analysis which is becoming more common as earth science courses make use of this resource. We also find it useful to have military experience even if not related directly to PI. On the other hand, we pay little attention to prepared theses or dissertations because the type of writing a person develops in the earth science disciplines is not dissimilar to that which is required in the Service.

2. Historically, we have had little success with enticing CT Program candidates to IAS. The individuals feel that there are more opportunities for career advancement in the production offices than in a service-type organization. We have accrued only two permanent employees from the CT Program. Both of these came to IAS as a last resort as there were no openings elsewhere in the Agency for the prospective graduates. The performance of these individuals has been average, but in one case bordering on marginal. They are actively seeking employment elsewhere. It is also important to note that a person entering on duty with the Agency through this Career Training Program winds up at grade 9 or 10 at the time he is to be assigned to an office. We hire college graduates at grade 7 who thus have 2-3 years of experience at the time the Career Trainee comes aboard. The CT man is thus in no way competitive with his peers and there is some resentment on their part toward the individual who received a short-cut to higher grades.

3. In sum, we would not normally look to the Career Training Program to provide us high quality candidates for a career in imagery analysis. We find the Career Training Program to be most advantageous for broadening the career of the imagery analyst who has been on board for at least 2-3 years.



Deputy Director
Imagery Analysis Service

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